

Labor Experience

Worked twenty-seven (27) years as a labor relations professional with the National Labor Relations Board, which governs private sector labor-management relations. Began career as an examiner, investigating unfair labor practices of employers and unions and resolving questions of the representative status of employees by labor organizations. Served as fact finder in representation case hearings, investigations, and as fact finder and determiner of credibility in post-election objections to elections hearings. Negotiated settlements of complex unfair labor practice cases and effectuated election agreements between employers and unions. Served as local union president and District Vice President of the National Labor Relations Board Union, representing the agency's attorneys, examiners and support personnel.

Promoted to supervisor and then to Assistant to the General Counsel for Labor and Employee Relations, representing agency management with its unionized field staff. Negotiated grievance settlements, bargained negotiable matters including successor collective bargaining agreement, and served on Labor Management Partnership.

Promotion to Assistant to Regional Director in the Chicago regional office where sat as one of tri-partite panel deciding whether prima facie evidence existed to warrant issuance of complaint against employer or labor organization, made credibility resolutions where a Charging Party's case was "inherently improbable", interpreted collective bargaining agreements as necessary, and decided issues of arbitrability or whether deferral to arbitration award was warranted. Testified in arbitration cases on behalf of management. Bargained with local union for local successor collective bargaining agreements. Established local Practices and Procedures committee for Region to open dialog with local practitioners. Actively engaged in outreach with the labor and management community in Chicago. Trained in the federal Shared Neutrals program, referee under Railway Labor Act, and labor arbitration through Federal Mediation and Conciliation Service Institute. Received awards and recognition throughout career with the Agency. In December 2013, received the Distinguished Service Award from the Chicago chapter of the Labor and Employment Relations Association.

Issues

Discharge and discipline (all adverse employment actions); discrimination; contract interpretation and application; health & safety; Title IX and Title VII; determining arbitrability of disputes; determining whether parties bargained in good faith and reduced agreement to form that is enforceable.

Industries

Broad experience across a variety of private sector industries including: rail, steel, construction, heavy and light manufacturing, health care, higher education and charter schools, retail (all types), food service and restaurant, hospitality industry, transportation and trucking, media (print and live), performing arts, moving and relocation.

Work History	Labor Arbitrator, Moran Labor Arbitration Services (2015-present); Assistant to the Regional Director, National Labor Relations Board, 1999 - 2012; Assistant to the General Counsel for Labor and Employees Relations, National Labor Relations Board, 1997 - 1999; Supervisor/Examiner, National Labor Relations Board, 1986 - 1997.
Education	Michigan State University (Masters in Labor and Industrial Relations 1986); University of Toledo (Bachelor of Science Labor Studies 1984); University of Toledo (Associates Degree Paralegal Technology 1980).
Professional Associations	Labor and Employment Relations Association Association for Conflict Resolution American Bar Association, Labor and Employment Law Chapter National Association of Railroad Referees
Publications and Speaking Engagements	The Pullman Strike (2012); Representation Case Rule Changes (2012); Recent Developments Under the NLRA (2012).
Alternative Dispute Resolution Training	NAA Forums (2017); Federal Sector Labor Relations (2017); FMCS Future@Work (2016); NLRB Hot Topics (2016); AAA Labor Arbitrator II 2015; Center for Conflict Resolution (Facilitated Mediation) 2015; Federal Mediation and Conciliation Institute: How to be a Labor Arbitrator 2015; National Mediation Board referee training 2015; AAA Labor Arbitrator Best Practices: What You Can Do to Raise Your Game, 2015; AAA Employment and Labor Case Law Update: What Arbitrators and Practitioners Need to Know, 2014; AAA Solving the Puzzle of Just Cause in Labor Arbitration, 2014; AAA Labor Arbitrator I, 2014.
Rosters	American Arbitration Association National Mediation Board Illinois Education Labor Relations Board Illinois Labor Relations Board Federal Mediation and Conciliation Service State Universities Civil Service System

